

Bargaining Request: Unrepresented Employee Labor Costs

Submitted: **April 4, 2024**

Dear CUSD Superintendent Diana Rigby and CUSD Certificated & Classified Bargaining Team,

Whereas the Carpinteria Association of United School Employees * CAUSE (hereafter: the Union), relies on accurate data.

Whereas the Union relies on said accurate data to develop reasonable and informed bargaining proposals.

Whereas the Union and the District negotiate terms, provisions, and enhancements directly associated with both CLASSIFIED & CERTIFICATED: Article 6 * Compensation & Benefits.

Whereas the terms, provisions, and enhancements to both CLASSIFIED & CERTIFICATED: Article 6 * Compensation & Benefits, which are bargained by the Union and the District, are often directly relevant to the variety of other contractual provisions contained in the District's Collective Bargaining Agreements (hereafter, CBAs).

Whereas the terms, provisions, and enhancements to both CLASSIFIED & CERTIFICATED: Article 6 * Compensation & Benefits, which are bargained by the Union and the District, often impact the availability of monies associated with other contractual provisions contained in the District's CBAs.

Whereas the District incurs costs associated with the hiring and maintenance of administrative personnel.

Whereas the District incurs costs associated with the hiring and maintenance of confidential personnel.

Whereas the costs incurred by the District may include expenditures associated with salaries, bonuses, stipends, healthcare insurance, STRS, PERS, statutory benefits, specialized training, educational costs, subsidies, grants, and contributions to any other retirement fund.

Whereas the public has an interest in better understanding the costs of CUSD's unrepresented labor pool.

Whereas the public has an interest in better understanding how the costs associated with unrepresented labor compare to the District's unit (Classified & Certificated) costs.

Whereas the public has an interest in better understanding how unrepresented labor costs impact the CUSD's budget.

The following information is requested:

- 1.) Information pertaining to the District's annual expenditures (*as of the start of 2022-23 school year*) associated with the hiring and maintenance of all unrepresented employees and positions, to include but not be limited to:
 - A. expenditures associated with employee salaries, bonuses, stipends, healthcare insurance, STRS, PERS, statutory benefits, specialized training, educational costs, subsidies, grants, and contributions to any other retirement fund; on a per position basis.
 - B. annual costs for both part and full time FTE's, including (A) all currently filled unrepresented positions, (B) the projected costs for all open unrepresented positions, and (C) the costs associated with unrepresented contract positions.

The unrepresented positions referred to in (A), (B), and (C) include, but are not be limited to District administrators, supervisors, directors, special contracts, MEASURE U related managerial positions, TOSAs, confidential support staff, nurses, psychologists, other administrative personnel and positions.

For further clarity, more specific examples of the positions referred to above are provided:

- CUSD Superintendent
- CUSD Executive Assistant
- Assistant Superintendent Business Officer
- Staff Accountant / Payroll Technician
- Accounting Clerk
- Child Nutrition and Wellness Coordinator
- Transportation and Warehouse Supervisor

- Receptionist/District Clerk
- CUSD School-Site Principals (to include...)
 - Aliso
 - Summerland
 - Canalino & Carpinteria Family School
 - Carpinteria Middle School
 - Carpinteria High School
 - Rincon/Foothill High Schools
 - Pupil Services Administration
- Director of Special Education
- GATE Director
- School Psychologists
- Speech and Language Pathologists
- District Nurses
- Director of Human Resources
- Human Resources Assistant
- Health Benefits Technician
- Technology Supervisor
- Information Systems & Assessment Coordinator
- Director of Facilities and Operations
- Maintenance and Custodial Supervisor
- Grounds Supervisor
- Measure U Facilities Project Coordinator

It is requested that the information produced be itemized according to each specific unrepresented position. However, a summary expense figure for each unrepresented position will suffice. Where applicable, the District is asked to specify the number of individuals serving in each unrepresented position.

The requested information may be delivered to myself directly, at the following email:

jhotchner@gmail.com

Or it may be delivered to the following email address:

cause.cusd@gmail.com

If the District prefers, it may provide hard copies of these documents to myself directly. In such a scenario, I will visit the CUSD District Office or the CMS School Site to collect the requested information.

Your prompt attention is appreciated.

Sincerely,

~ John Hotchner

*(CAUSE President * CFT # 2216)*